

**GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT**

Andhra Pradesh Shops and Establishments Act, 1988 – Application of M/s Spencer's Retail Limited, Hyderabad – Exemption to keep the shop open for their outlets on all 365 days under the provisions of Sec 7 (1) 12 (1) and 31 (1) – Orders – Issued.

**LABOUR, EMPLOYMENT, TRAINING & FACTORIES (Lab.IV) DEPARTMENT**

G.O.Rt.No. 873

Dated:13.05.2011

Read:-

Commissioner of Labour, A.P, Hyd., Lr.No.N2/11096/2010,  
dated 18-01-2011.

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**ORDER**

The Commissioner of Labour, Hyderabad in the letter read above has submitted the request of the M/s Spencer's Retail Limited, Hyderabad for exemption from the provisions under Section 7 (1), 12 (1) and 31 (1) of the Andhra Pradesh Shops and Establishments Act, 1988, to its 42 outlets located in the State and requested the Government to take a decision on the request of the management.

2. Government after careful examination of the matter hereby exempt the (42) outlets of M/s Spencer's Retail Limited, Hyderabad in the State from the provisions under Section 7 (1), 12 (1) and 31 (1) of the Andhra Pradesh Shops and Establishments Act, 1988, for a period of (2) two years from the date of publication of the notification and also subject to obtaining consent letters in respect of (6) outlets in which the same have been not received and also subject to the conditions stipulated in the Notification.

3. Accordingly, the following notification will be published in the extraordinary issue of the A.P. Gazette:-

**NOTIFICATION**

In exercise of the powers conferred under sub-section (4) of Section 73 of the Andhra Pradesh Shops & Establishments Act, 1988. (Andhra Pradesh Act 20 of 1988), the Governor of Andhra Pradesh hereby grants exemption to (42) outlets of M/s Spencer's Retail Limited in the State from the provisions of Section 7(1), 12(1) & 31(1) of Andhra Pradesh Shops & Establishments Act, 1988 for a period of two (2) years subject to the following conditions:-

1. Every employee shall be allowed a weekly-off on any day in a week. A list of weekly off's to be given for all the employees are to be exhibited prominently at the premises duly consulting the operating unions/ Associations of the workers/ Employees.
2. Every employee shall be given a compensatory holiday in lieu of attending duty by him/her on a notified national/festival holiday.

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3. The opening and closing hours of the shop shall not be earlier than 9.00 A.M and not later than 11.00 P.M respectively. No employee

in the shop shall be required to work therein for more than 8 hours in any day and 48 hours in any week.

4. All other Labour Laws do apply without any exemption whatsoever other than once specified in this notification.
5. The service conditions of the Employees shall be regulated as per the provisions laid down under Industries Employment (Standing orders) Act, 1946.
6. If the Government find necessary, the exemption granted will be cancelled at any time without giving any prior notice.
7. The exemption now granted is provisional and subject to framing of new guidelines to be communicated shortly.

**(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)**

D. SREENIVASULU  
SECRETARY TO GOVERNMENT

To

The Commissioner of Printing, Stationery and Stores Purchase, Hyderabad-with a request to publish the notification in Andhra Pradesh Gazette and furnish 10 copies to Government and 25 copies to:

Commissioner of Labour, Hyderabad.

M/s Spencer's Retail Limited, Hyderabad.

The Commissioner of Labour, Andhra Pradesh, Hyderabad.

The OSD to M (LET&F & ITIs),

The P.S. to Secretary to Government, LET & F Department

The P.A. to Joint Secretary, LET & F Department.

SF/SC.

//FORWARDED :: BY ORDER//

SECTION OFFICER